

Proposed Governance Restructure: Overarching Principles and Approaches [Overview of Discussions and Feedback Gathered 2021-2022](#)

Updated 10/21/2021

In order to make the proposed restructure more visible, we have created two organizational chart depictions. Please see the maps of the [current structure](#) and the [proposed restructure](#).

Our group has prioritized the following in bringing forward this proposal:

***diversity, equity, inclusion, and access:** in collaborating with and consulting with multiple groups, including the Committee for Change, we have sought to codify an organizational commitment to these values. Every recommended change seeks to support these values, including the structure of the EC, the nomination processes, movement to allow electronic participation in meetings, and formalizing the work of the Committee on Disability Issues in College Composition within the organizational structure.

***transparency:** the processes of decision-making in the structures of the organization are disconnected from the member groups (see org chart). There are also narrow and undefined channels of communication between leaders and membership; many decisions are made by a single person (the chair). Whenever possible, we have brought more alignment between the member groups, the stated values of the organization, and the levers of decision-making governing the organization; we are also hoping to make more visible the ways that leadership and governance seats are sought and vetted; how nomination slates are created; and how members can be involved in and have influence within the organization.

***accountability:** we have sought to build stronger relationships between member groups and the organization's elected leadership; we have centered DEI and Access, and we have integrated specific duties and responsibilities that will benchmark the work of groups who have expertise and leadership on this topic. We have sought as well to incorporate, for example, meaningful reporting and recommendation-making from groups with responsibilities in these and other areas. We have simultaneously suggested changes that will increase the communication to groups from the elected leadership.

***scaffolded leadership development:** There is a large and often difficult gap between the national-level leadership roles of the Executive Committee and the Standing Group activities that many CCCC members participate in. See, again, the organizational visual depiction of this. The restructuring proposal brings more alignment between the kinds of activities and conversations that take place within elected governance leadership groups and the work that takes place in standing groups, Special and Standing Committees, and Special Interest Groups, ideally building a stronger pipeline between (and scaffolded experience of, from the perspective of members) the organization's increasing levels of responsibility and authority.

***Aligning practice with policy:** the practice of creating and dissolving "special committees" (or extending their charges in perpetuity) while there is no category of governance within the organization that is named "standing committee" (even though we have groups that act in this way) is revised in this proposal. The new category appears in the constitution, while the specific groups that are acting in these ways are listed in the Bylaws. This will allow for more agility in making changes to the groups that are characterized as Standing Committees (because bylaws changes require a vote of the EC only) while retaining the 'compositional' definitions within the constitution.

Document Formatting Principles:

- Consistency in structure/formatting (duties/responsibilities, membership, terms, meetings)
- Ontological things go in the Constitution (who we are and what we do); procedural and practical things go in the bylaws (easier to change, can be more detailed--HOW we do what we do and fulfill the duties of the organization--an operating manual of sorts.
- Other goals: support for scaffolded leadership opportunities (more direct pathways directly from member-driven groups to leadership and decision-making at the executive committee level, through the standing group, caucus and TYCA nominations processes)

Materials Provided:

Please find the [updated proposal for restructuring](#) CCCC governance on the CCCC website. The following documents will be of use to you:

- [CCCC Governance Restructure Feedback form EC \(Responses\)](#): You'll see that feedback and notes from the prior meeting are available in this spreadsheet, and the co-chairs or committee members have made notes or responses to those questions and comments to help facilitate discussion
- [Quick Start Guide Restructuring Proposal \(Sept 2021\).docx](#): This document is largely the same but would be intended to also serve as an efficient overview to additional stakeholders as we loop them in to the proposal (the September phase, described below)
- [Rationale for Proposed Changes to Governing Documents](#) (Sept 2021 Discussion): this has been updated where relevant to reflect feedback, questions, and issues raised at the prior meeting.
- Feedback form to add comments before the meeting for discussion: We would like to continue to have feedback accumulate into this spreadsheet so that there is documentation over the course of the process of what feedback has been provided and how the working group (and subsequently, the EC) has taken those comments and suggestions into consideration while moving the proposal forward.
<https://forms.gle/2QxC4o9tCDKe3i9P9>.
- Visual Representations of the current and revised model:
 - [Current Structure](#)
 - [Proposed Structure](#)

Phases of Discussion and Decision-Making

- ~~Phase 1: Subgroup, convenes, has conversations with stakeholders (January–August 2021)~~
- ~~Phase 2: Review and discussion by the EC (August 2021, September 2021)~~
- ~~Phase 3: Executive Committee votes whether to move proposal ahead to stakeholder groups for additional feedback: September 2021; based on feedback from stakeholders and member groups, endorsement vote in November 2021 of the EC to put Constitutional vote forward to membership~~
- **Phase 4:** Publication of proposal and public circulation (November 2021 through March 2022); publication in CCC in February 2021 in accordance with current constitutional requirements.
- **Phase 5:** Vote circulates to membership (June–August, 2022)
- **Phase 6: Transition to new structure effected between 2022 and 2024**

Overview of Discussions and Feedback Gathered 2021-2022

	When	Changes or adjustments
SPWG convened Jan 2021 at retreat; initial report out at Retreat		
Structures and Processes Working Group	(biweekly meetings, Spring 2021)	
Committee on Disability Issues in College Composition (CDICC)	April 2021 meeting with group July 2021, meeting with co-chairs	Draft language for the Constitution
Chair of Committee for Change	3 meetings in Spring and Summer 2021	Discuss draft language for Constitution of the DEI group
Research Committee (meeting with four members—chair and associate chair of CCCC)	June 2021	Prepared language for standing committee duties in bylaws
Email to Cultural Identity Caucus Leaders	June 2021	Invite feedback on the EC revision
Initial review by officers	(July 20,2021)	Discuss addition of language to clarify the ex officio CIC members serve separate roles than the at-large/standing group candidate pool Discuss stages or staggered implementation of changes See phased transition plan
Discussion by Executive Committee	August 4, 2021	Pre meeting responses: CCCC Governance Restructure Feedback form EC (Responses)
Discussion by Executive Committee	9/29/2021	Unanimous support for moving forward with a motion to circulate to stakeholders including TYCA leadership, standing groups, caucuses, and CDICC and CFC.
Dissemination of full proposal and supporting documents to member groups.	October 2021	Discussion and Listening Session with Standing Group/Caucus leaders Listening Session Notes 10/20
Vote by the EC to move the Constitutional Changes forward for a vote of the membership.	November 2021	
Constitutional Changes and Accompanying Guide appear in CCC per Article IX of the Constitution	February 2022	
Discussion of the proposal held at Annual Business Meeting (where	March 2022	

additional amendments/changes may be made on the floor of the meeting and approved with a $\frac{2}{3}$ vote of those attending)		
Ballots distributed and a minimum of 30 days allocated for voting.	June 2022	
	When	Changes or adjustments